2005/06

Annual Report

Employment and Assistance Appeal Tribunal

December 2006

Honourable Claude Richmond
Minister of Employment and Income Assistance

It is my pleasure to present the annual report for the Employment and Assistance Appeal Tribunal for the period of October 1, 2005 to September 30, 2006. The report has been prepared in accordance with section 20(1) of the Employment and Assistance Act.

Marilyn R. McNamara
Chair, Employment and Assistance Appeal Tribunal

2007-01253/

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Message from the Chair

It is a pleasure to present the fourth annual report of the Employment and Assistance Appeal Tribunal.

The tribunal continues to provide a readily accessible appeal process that is fair and timely, quickly resolving questions of entitlement to benefits, while meeting our statutory deadlines. Building on this solid foundation, the tribunal has committed to an ongoing dialogue with parties and their representatives to ensure that the appeal process continues to address barriers to access.

The tribunal is also committed to an ongoing dialogue with its members, recognizing that their significant contribution of time and effort enables the tribunal to meet its objectives. As a result of this dialogue, the tribunal is developing a Member Code of Conduct, performance evaluation tools based on the code, additional training material for decision-writing and interpretation of relevant legislation, guidelines for handling common issues raised at hearings, and a mentor program, which recognizes the value of personal coaching by experienced members.

Recruitment and reappointment of existing members is ongoing, as is member training. All members will have the opportunity to attend decision-making and decision-writing workshops.

I want to thank all members and staff for their hard work over the past year. I would also like to thank parties and advocates for their comments. I look forward to working together to ensure that the Employment and Assistance Appeal Tribunal continues to provide a user-friendly, fair and accessible appeal process, and I appreciate the efforts of all in support of that objective.

Marilyn R. McNamara
Chair, Employment and Assistance Appeal Tribunal

The mission of the Employment and Assistance Appeal Tribunal is to provide an accessible appeal process that delivers timely and fair decisions reviewing determinations of the Ministry of Employment and Income Assistance and, for the child care subsidy program, the Ministry of Children and Family Development.

1 Who We Are and What We Do

The Employment and Assistance Appeal Tribunal was established on September 30, 2002. The tribunal hears appeals of most types of decisions about assistance made by the Ministry of Employment and Income Assistance and decisions about the child care subsidy program made by the Ministry of Children and Family Development.* It provides a streamlined and efficient one-step appeal process, and is independent of both ministries.

The tribunal consists of a tribunal chair and vice-chair, staff, and a roster of members located throughout the province. Three people are chosen from the roster by the tribunal chair to hear each appeal. The tribunal currently has 214 members. (A list of tribunal staff is included in Appendix A, and a list of tribunal members is included in Appendix B.)

The Employment and Assistance Appeal Tribunal hears appeals of reconsideration decisions that refuse, reduce or discontinue assistance and/or a supplement under:

- Sections 17 and 18 of the Employment and Assistance Act and
- Sections 16 and 17 of the Employment and Assistance for Persons with Disabilities Act.

The tribunal also hears appeals of reconsideration decisions that refuse, reduce or discontinue a child care subsidy under Section 6 of the Child Care Subsidy Act.

Employment and Assistance Appeal Tribunal members are selected from throughout the province to ensure that hearings can take place in every region. To be considered for appointment to the tribunal, candidates must have:

- an understanding of the essential elements for the conduct of a fair and objective hearing
- excellent analytical, communication and interpersonal skills

* Transfer of the administration of the Child Care Subsidy Act from the Ministry of Employment and Income Assistance to the Ministry of Children and Family Development was completed in October 2006.

- very good writing skills and conflict resolution skills
- a proven ability to work well in group settings, and
- the ability to read and understand legislation.

In addition, to ensure independence and hearings that are fair and just, members must not:

- be or have been an employee of the Ministry of Employment and Income Assistance for the past six months
- be an employee of the provincial government
- be a recipient of benefits under any of the acts for which the tribunal has responsibility, or
- have any real or perceived interest in matters that come before the tribunal.

Tribunal members are also required to commit to attending training, abiding by the Code of Conduct, following the tribunal's practices and procedures, and maintaining confidentiality. All members must have participated in an orientation training session before they can hear an appeal.

Note: In order to maintain a roster of tribunal members throughout the province, the tribunal recruits new members from time to time. Anyone interested in being considered for appointment to the tribunal should refer to either the Employment and Assistance Appeal Tribunal website (www.gov.bc.ca/eaat/popt/recruitment) or the Board Resourcing and Development Office website (www.fin.gov.bc.ca/oop/brdo/) for information on how to apply.

The Appeal Process

The tribunal hears appeals of reconsideration decisions made by the Ministry of Employment and Income Assistance and, for the child care subsidy program, the Ministry of Children and Family Development. Before coming to the tribunal, people must first request a reconsideration decision. The appeal process, which is set out in the Employment and Assistance Act and Regulation, is the same, regardless of which ministry made the reconsideration decision.

People who apply for or receive assistance under the BC Employment and Assistance Program can ask for reconsideration of decisions that resulted in a refusal, reduction or discontinuance of income assistance or a supplement. (More information about the Ministry of Employment and Income Assistance's reconsideration process is available from ministry offices and from the ministry's website, www.gov.bc.ca/eia.)

People who apply for or receive a child care subsidy can ask for reconsideration of decisions that resulted in the refusal, discontinuance or reduction of a child care subsidy. (More information about the Ministry of Children and Family Development's child care subsidy reconsideration process is available from the ministry's website, http://www.mcf.gov.bc.ca/childcare/)

Those who disagree with an outcome of their request for reconsideration from either ministry can, in most cases, appeal to the Employment and Assistance Appeal Tribunal. They must submit a Notice of Appeal form to the tribunal within seven days of receiving their reconsideration decision.

Upon receipt of a completed Notice of Appeal, the tribunal decides whether the matter can be appealed. Factors that are considered include whether the Notice of Appeal was submitted within the prescribed timelines and whether the issue is appealable under the legislation.

If the matter is eligible for appeal, a three-person panel is appointed, and the hearing is commenced within 15 business days of the Notice of Appeal being delivered to the tribunal. Most hearings are conducted in person, usually in or near the appellant's community. Hearings can also take place by teleconference, or, if both parties consent, in writing.

The panel reviews the ministry's reconsideration decision and appeal record, considers the evidence provided by the appellant and the ministry, and renders a written decision generally within five business days of the hearing. The tribunal office sends a copy of the decision to the appellant and the ministry within five business days of receiving it from the panel. Decisions of the tribunal are final.

Examples of tribunal decisions from 2005/06 are included in chapter 3, "What Our Decisions Look Like."

Appeal Process

A Ministry of Employment and Income Assistance worker denies, discontinues or reduces a benefit, or a Ministry of Children and Family Development worker denies, discontinues or reduces a child care subsidy.*

The client may request a reconsideration of the ministry worker's decision.* The reconsideration request must be delivered to the ministry within 20 business days of the day the client was informed of the original decision.

The ministry has 10 business days to respond to the reconsideration request.

If the client is dissatisfied with the reconsideration decision, he or she may submit a Notice of Appeal to the Employment and Assistance Appeal Tribunal.

The appellant has 7 business days to submit the Notice of Appeal to the tribunal.

Oral Hearing

Within 15 business days, the tribunal schedules an oral hearing in person or by teleconference.

The panel hears the appeal in person or by teleconference.

The panel renders a decision, either rescinding or confirming the ministry decision.

The panel has 5 business days to provide the tribunal with a written decision.

The tribunal has 5 business days to deliver the decision to the parties.

Written Hearing

Within 15 business days, the appellant receives a commencement letter from the tribunal commencing the written hearing.

The appellant has 7 business days to provide a submission.

The ministry has 7 business days to respond to the appellant's submission.

The panel convenes to render a decision, either rescinding or confirming the ministry decision.

The panel has 5 business days to provide the tribunal with a written decision.

The tribunal has 5 business days to deliver the decision to the parties.

* The person wanting to appeal a decision by a ministry worker must send his or her reconsideration request to the ministry responsible for the benefits he or she is seeking.

How to Appeal

1. If you disagree with the outcome of a reconsideration decision of the Ministry of Employment and Income Assistance or, for child care subsidies, the Ministry of Children and Family Development, and you wish to appeal to the Employment and Assistance Appeal Tribunal, get a Notice of Appeal form from your local ministry office, from the tribunal, or from the tribunal website (www.gov.bc.ca/eaat).
2. Complete the Notice of Appeal form and send it to the tribunal either by fax or by mail, **within seven business days of the day you received the ministry's reconsideration decision**. You may not begin an appeal after that time.
3. The tribunal will determine whether the matter can be appealed. If the matter can be appealed, a three-person panel will be appointed to hear your appeal, and the hearing will commence within 15 business days after the tribunal received your completed Notice of Appeal.

Type of Hearing

4. The tribunal will attempt to accommodate your request for type of hearing, as indicated on your Notice of Appeal: oral (in person or by teleconference) or in writing.

Oral hearing – In person

5. If your hearing is proceeding as an oral hearing in person, the tribunal will send you a Notice of Hearing at least two business days before the hearing is to take place, notifying you of the date, time and place of the hearing. Hearings will take place at a location within reasonable distance of the parties wherever possible. Both you and a ministry representative have the right to present evidence and make arguments in support of your case. You also have the right to call witnesses to give evidence related to material in the appeal record, and to have a representative assist you during the appeal process.

Oral hearing – By teleconference

6. If your hearing is proceeding as an oral hearing by teleconference, you will receive from the tribunal a Notice of Hearing at least two business days before the hearing is to take place, notifying you of the date and time of the hearing and instructions for accessing the teleconference. As in an in-person oral hearing, you have the right to present evidence and make arguments in support of your case, to call witnesses to give evidence related to material in the appeal record, and to have a representative assist you during the appeal process.

Written hearing

7. If you requested a written hearing, and the ministry agrees to a written hearing, the tribunal will send you a letter establishing a schedule for making a written submission to support your case. You will be given seven business days to provide your submission. On receiving your submission by the deadline, the tribunal will forward it to the ministry, and give the ministry seven days to provide a written response. The tribunal will then forward both submissions to the panel for review.

8. The panel will provide the tribunal chair with a written decision within five business days of the conclusion of the hearing. Upon request of a panel chair, the tribunal chair may extend the time limit by no more than 10 additional days if the tribunal chair is satisfied that the panel is making all reasonable efforts to provide the tribunal chair with its determination in a timely manner, and the best interests of the parties are served by the extension. The decision will either confirm or rescind the ministry's reconsideration decision. The tribunal chair will mail a copy of the decision to the parties within five business days of receiving it from the panel. Decisions will not be provided by the tribunal over the telephone. Panel decisions are final.

Note: For more detailed information about the appeal process, go to the "Practices and Procedures" page of the tribunal's website, http://www.gov.bc.ca/eaat/popt/practice_and_procedures.htm.

The Employment and Assistance Appeal Tribunal will be known for:

- Providing an independent, community-based, fair, timely, caring and ethical process to hear appellants' disagreements with decisions of the Ministry of Employment and Income Assistance and, for child care subsidies, the Ministry of Children and Family Development
- Supporting members to provide quality service to promote public confidence in the integrity and competency of the tribunal
- Creating a healthy work environment that supports staff to provide quality service and to continually learn and develop knowledge, skills and expertise

2. How We Did in 2005/06

In its annual Operational Plan, the tribunal establishes performance measures or targets. The tribunal continues to meet the target of commencing 100% of appeals within the 15-business day statutory time limit.

This year, the tribunal also aimed to provide members with the opportunity to attend decision-making and decision-writing workshops. To date, these training sessions have been offered in seven communities.

Here is a brief summary of the results of our work for the reporting period of October 1, 2005 to September 30, 2006.

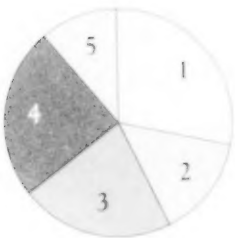
Notices of Appeal Received

Notices of Appeal received	1,236
Appeals assessed as not within the jurisdiction of the tribunal (i.e., not proceeding to hearing)	132
Appeals dismissed (before or during hearing)	38
Files carried over (i.e., Notice of Appeal received before September 30, 2006 but proceeding to hearing after or not assessed by September 30, 2006)	68

Notices of Appeal received – by type

Disabilities – Persons with disabilities (PWD)	458
Disabilities – Persons with persistent multiple barriers (PPMB)	121
Eligibility – Deductions on income/earnings exemptions	30
Eligibility – Dependency/living Arrangements	22
Eligibility – Eligibility audit	5
Eligibility – Excess income/assets	73
Eligibility – Failure to accept/pursue income/assets	6
Eligibility – Failure to provide information/verification	28
Eligibility – Residency	3
Eligibility – Time limit for IA	2
Eligibility – Undeclared income/assets	18
Employment – Dismissed/quit/refused employment	12
Employment – Employment Plan/failure to look for work	60
Employment – Requirement for two year financial independence	11
Health Supplements – Dental supplement	23
Health Supplements – Diet/natal supplements	2
Health Supplements – MSP/Other health supplements	11
Health Supplements – Medical Equipment	64
Health Supplements – Medical Supplies	8
Health Supplements – Medical Transportation	10
Health Supplements – Monthly Nutritional Supplement (MNS)	55
Health Supplements – Short-term nutritional supplement products	3
Health Supplements – Therapies	8
Other – CHR/under 19	3
Other – Child care	20
Other – Crisis supplement	54
Other – Family maintenance	5
Other – Hardship	2
Other – Other	80

Region 1	Vancouver Island	351
Region 2	Vancouver Coastal	179
Region 3	Fraser	269
Region 4	Interior	301
Region 5	North	136



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Appeals Closed in 2005/06

The total number of Notices of Appeal received differs from the number of appeals closed, because of files carried over from the previous year or into the following year, and various other factors. (The number of decisions confirmed and the decisions rescinded do not equal the number of appeals heard for the same reason.) The following statistics relate to appeal files that were closed in 2005/06.

Appeals heard	1,120
Decisions confirmed	697
Decisions rescinded	426

Tribunal Members

Members appointed	17
Members who received initial training	14
Members who received training in decision-making/writing	41
Members reappointed	76
Total members as of September 30, 2006	214

Appeals Closed by Region

Region 1	Vancouver Island	63
Region 2	Vancouver Coastal	30
Region 3	Fraser	29
Region 4	Interior	73
Region 5	North	19

In carrying out its mission,
the Employment and Assistance
Appeal Tribunal is guided by
the following values:

Fairness
Impartiality
Excellence
Efficiency
Timeliness
Accessibility
Accountability
Transparency
Independence

3 What Our Decisions Look Like

The role of a panel appointed to hear an appeal is to decide whether the ministry's decision is "reasonably supported by the evidence" or is "a reasonable application of the applicable enactment in the circumstances of the person appealing the decision."

Under section 24 of the Employment and Assistance Act, the panel must:

(a) confirm the decision if the panel finds that the decision being appealed is reasonably supported by the evidence or is a reasonable application of the applicable enactment in the circumstances of the person appealing the decision, and

(b) otherwise, rescind the decision, and if the decision of the tribunal cannot be implemented without a further decision as to amount, refer the further decision back to the minister.

The panel attempts to reach a unanimous agreement on a decision if possible. There is, however, no requirement that all panel members agree, and panel members may issue separate concurring or dissenting reasons if they feel that is necessary. A decision of a majority of a panel is the decision of the tribunal.

The panel's written decision:

- specifies the decision under appeal
- summarizes the issues and relevant facts considered in the appeal
- sets out the reasons on which the panel based its determination, and
- specifies the outcome of the appeal.

The following are examples of panel decisions made in 2005/06.

Ministry's decisions	Tuition fees paid by a relative are unearned income and deducted from the monthly assistance allowance
Summary of facts	In two appeals, heard by different panels, relatives of income assistance recipients paid for the recipients' dependant children to attend BC independent schools. Independent schools offer an alternative to the public education system. The vast majority of these schools receive funding from the government at a percentage of the per student grant provided for public schools. In one case, the relative paid money directly to the school, and in the other case, the relative paid money into a joint bank account solely for payment of the school fees. The ministry determined that these funds were unearned income and were to be deducted from the recipients' monthly benefits.
Tribunal's decisions	Ministry's decisions rescinded
Reasons for decisions	In both appeals, the ministry argued that the definition of "unearned income" in the regulation – "any income that is not earned income, and includes, without limitation, . . . money or value received" – included the money paid to the schools, since the children and, therefore, the family unit received value from the gift. Section 8 of Schedule B of the Employment and Assistance Regulation gives the minister discretion to exempt education-related unearned income in the form of "student financial assistance." In both appeals, the ministry argued that the exemption applied only to funding at a post-secondary level. The panels concluded that the ministry did have discretion under the regulation to exempt the tuition payments. The panels found that the regulation did not limit the exemption to post-secondary education funding. The panels rescinded the ministry's decisions on the basis that they were not reasonable interpretations of the legislation.

Case 2: Persistent Multiple Barriers to Employment

Ministry's decision	Request for designation as a Person with Persistent Multiple Barriers (PPMB) denied
Summary of facts	The appellant's doctor indicated that the appellant's primary medical condition was depression, followed by a sleep disorder; he also indicated that the condition was treatable with anti-depressants, which he prescribed. The doctor stated that there were no physical restrictions to the appellant's ability to work, although she needed to get her depression and insomnia under control. In the doctor's opinion, the appellant's medical condition precluded her from searching for, accepting or continuing in any kind of employment. The ministry explained that physicians are to report on medical conditions, not determine whether the medical condition precludes a person from employment. The legislation clearly states that it is the minister who must make this determination. The appellant's medical condition was not treated, because her medication had been stolen and she stated that she could not afford to buy any more. The appellant and her advocate said that the appellant had attended many interviews, but because of her need for dental work, was never chosen for work. The appellant scored 13 on the employability screen.
Tribunal's decision	Ministry's decision confirmed
Reasons for decision	Section 2 of the Employment and Assistance Regulation sets out the eligibility requirements for PPMB designation. To qualify, a person must meet the requirements set out in subsection (2) and subsection (3) or (4). The appellant met the requirements in subsection (2), as she had received income assistance for at least 12 of the last 15 months. To have subsection (3) apply, a person must score at least 15 on the employability screen. Because the appellant scored 13, her eligibility had to be determined by subsection (4), which requires that a person have a medical condition, other than an addiction, that is confirmed by a medical practitioner, and that has continued for at least one year

and is likely to continue for at least two more years. The ministry agreed that this criterion, as well as that of subsection (2), was met by the appellant.

In addition, the medical condition must be, in the opinion of the minister, a barrier that precludes the person's ability to search for, accept or continue in employment. The ministry argued that while the doctor stated that the appellant's medical condition precluded her from these tasks, it is the minister who must make this determination, and it was the ministry's view that this criterion had not been met. Despite her barriers to employment, there was no medical evidence to show that the appellant could not work.

The panel noted that the doctor had confirmed that the appellant had a medical condition, depression, which needed to be controlled, and had also indicated that there were no physical restrictions on her ability to work. The panel found that she had a treatable condition that was not being treated because her prescribed medication had been stolen. The appellant was unaware that the medication was available at no cost through PharmaCare. The panel noted that the appellant was also unaware of the availability of dental benefits.

The panel concluded that the ministry's decision was a reasonable application of the legislation in the circumstances of the individual, as the appellant had a treatable condition and resources were available to obtain treatment. For this reason the ministry's decision was confirmed.

Ministry's decision	Request for a manual tilt wheelchair denied
Summary of facts	The appellant has spastic diplegia and a developmental disability and was a recipient of assistance under the Employment and Assistance for Persons with Disabilities Act. The ministry had provided the appellant with a wheelchair in 2003. Since that time, the appellant had experienced significant physiological changes, including changes to the alignment of his hips and spine. As well, he was experiencing posture problems and severe skin irritation. His wheelchair had been altered a number of times in an attempt to make him more comfortable. Witnesses advised that two people were required to load the appellant and his wheelchair safely into a van and that two people were not always available. The appellant requires transportation in order to receive therapy and attend doctor and dentist appointments. His advocates said that getting out in the fresh air and into the community is an important part of his quality of life. Witnesses also advised that the appellant was considerably less agitated during loading and unloading when the manual tilt wheelchair was trialed.
Tribunal's decision	Ministry's decision rescinded
Reasons for decision	Schedule C of the Employment and Assistance for Persons with Disabilities Regulation states that the minister may provide a wheelchair if it is prescribed by a medical practitioner, it is medically essential for basic mobility, an occupational or physical therapist does an assessment and confirms the need for the equipment, pre-authorization is received from the minister for the equipment, and there are no resources available to the family unit to pay for the equipment. The ministry's position was that getting the wheelchair safely in and out of a van used to transport the appellant to various activities was not part of "basic mobility," and so there was no requirement to provide the manual tilt wheelchair.

The panel determined that the appellant's wheelchair was no longer sufficient for his needs as a result of the physiological changes that had occurred and the safety concerns. The panel found that the manual tilt wheelchair was medically essential for his basic mobility and that the appellant met the legislative criteria with the exception of pre-authorization, which would subsequently be addressed.

The panel rescinded the ministry's decision on the basis that it was not a reasonable application of the legislation in the circumstances of the appellant.

4 Looking Ahead

The tribunal is developing a Member Code of Conduct, which is expected to be adopted by the current members and implemented early in 2006/07. The code will outline rules of conduct and the responsibilities of members; it will be based on the fundamental principles of a fair hearing and recognize the requirement of independence in adjudicative decision-making. New members will receive a copy of the code along with other appointment documents.

A performance evaluation tool, based on the code, will be developed. Members will also be able to use the tool to evaluate themselves to identify where additional training or coaching would be of assistance. In addition, evaluations will provide an objective basis for making recommendations respecting reappointments.

Ongoing training is essential for supporting members in providing the public with an effective and efficient appeal process. Training material was developed in 2005/06 to assist members in achieving excellence in decision-making and decision-writing. In 2006/07, the tribunal will develop new training material on the interpretation of relevant legislation and explore new training methods, such as on-line training, in addition to conducting ongoing in-person training sessions.

The mentor program that the tribunal introduced in 2005/06 will be expanded in 2006/07. The program recognizes the value of coaching by experienced members. Mentors are assigned as members of panels to assist new members, particularly those who are first-time panel chairs. On request of a member, mentors may also provide feedback using the performance evaluation tools that will be developed for this purpose.

A new complaint process will be fully implemented in 2006/07. The process will allow concerns expressed by parties to a hearing about the conduct of an appeal to be dealt with expeditiously. It will also ensure that the independence of a member is not compromised.

Members and parties and their representatives have expressed a desire to receive more information on decisions made by the tribunal. Summary decisions that protect the privacy of individuals are being prepared for posting to the tribunal website.

The Member Code of Conduct, performance evaluation tools, training, mentoring and complaint process will all assist the tribunal in addressing identified needs and will contribute to the provision of a user-friendly, fair and accessible appeal process.

Glossary

These are terms that you will find in this report, on our website and in our other materials.

act: the Employment and Assistance Act

advocate: an individual who serves as a spokesperson for one of the parties, typically the appellant

appeal record: the information and records that were before the Minister of Employment and Income Assistance or the Minister of Children and Family Development when the reconsideration decision under appeal was made

appellant: a person who commences an appeal under section 21 of the act

business day: a day between the hours of 8:30 a.m. and 4:30 p.m. other than Saturday, Sunday or a statutory holiday

independent: the activities of the tribunal are separate and operate at "arms-length" from both ministries

minister: the Minister of Employment and Income Assistance or the Minister of Children and Family Development, depending on context

ministry: the Ministry of Employment and Income Assistance or the Ministry of Children and Family Development, depending on context

Notice of Appeal: the appeal form that must be submitted to the tribunal in order to commence an appeal

oral hearing: a hearing that is conducted in the presence of the parties and the panel members or by teleconference

panel: a panel of three persons appointed by the tribunal chair to hear an appeal under the act

panel chair: the panel member designated by the tribunal chair to chair a specific hearing

party: in relation to an appeal to the tribunal, the appellant or the minister whose decision is under appeal

quasi-judicial: an activity, process and/or body that is similar to that of a court of law, but without the formality and structure (judge, lawyers, jury) of a court of law

reconsideration decision: the final ministry decision pertaining to the initial request, and the decision that may be appealed to the tribunal

representative: an agent, lawyer or advocate representing a party during the appeal

tribunal: the Employment and Assistance Appeal Tribunal established under section 19 of the act

tribunal chair: the chair of the tribunal appointed by the Lieutenant Governor in Council under section 19 of the act

witness: a person who provides evidence at a hearing

written hearing: a hearing that is conducted through the submission of written documentation

Appendix A:
Tribunal Staff

(as of September 30, 2006)

Melrose Boudo
Kelly Brubacher
Chris George
Shileen Grant
Thomas Guerrero
Tracie Horne
David Hosking
Susan MacKenzie
Dorothy MacLeod
Marilyn McNamara
Glenna McEwen
Lynda Parent
Brenda Rochon
Linda Sturtridge

On leave:
Kimberley Bowman
Frances Sasvari

Appendix B:
Tribunal Members

(as of September 30, 2006)

Region 1 – Vancouver Island

Doug Allan
Vaughan Allin
Denise Barber
Bonnie Barrie
Maurice Bauche
William (Bill) Bell
Glenys Blackadder
Deborah Bromley-Anvelt
Noreen Butt
Marvin (Mac) Carpenter
Sheila Colbert-Kerns
Beverly Coleman
David Coombe
Douglas Courtice
Dayle Crawford
Eric Dahlr
Janice Dalgarno
Andrea Duncan
James Dunn
Judith Dyrland
Susan Edwards
Thomas Ellwood
Ken Flannagan
Eleanor Gee
Richard Grounds
Peter Gustar
Margaret Haigh
Zig Hancyk
Leslie Hanes
Gina Hepp
Kitty Hoffman
Joyce Johnston
Avo Lepp
Victor Lotto
Richard Macintosh
M. (Layne) Marshal
Richard (Dick) McCarthy
Judith McFarlane
Kathleen McIsaac
Marilyn McNamara
Marilyn McPherson
Jane Nielsen
Bunny Pagely
Rita Parikh
Mary-Ann Pfeiter
Ken Porter
Marie Putvin
Robert (Bob) Purgavic
Mohindar Rattan
Garnet Renning
Phyllis Senay
Paul Skoblenuik
Patricia Smith
Gail Stewart
Jacquie Tansott
Mary (Dianne) Thomas
Trevor Thompsett
Fred Thompson
Brian Thurber
Guy Verreault
Bruce Webber
Raymond Welch
Ian Wilson

Region 2 – Vancouver Coastal

Kathleen Adams
Faye Agg
Gail Brown
Kelly Connell
Anthony Dibley
Alistair Duncan
John Fleming
William (Bill) Frost
Uli Haug
Allan Hewett
Rowland (Roy) Johnson
Monique Joubarne
Bijou Kartha
Denise LeGrand
Michal Miversar
Maureen Mochuk
Sheldon Nider
Ethel Niessen
Arthur (Art) Perret
Don Peters
Louis Peterson
Stewart (Stu) Pike
Alison Sawyer
Maria Shawcross
Martha Warren
C. L. (Elaine) Wass
Kenneth Wilson
Alfred Woo
William Wright
Norman (Reece) Wrightman

Region 3 – Fraser

Sheila Begg
Richard Bigstic
Richard Brock
Mary Bruce
Marion Campbell
Shelley Chrest
David Coulson
Jean Davidson
Peter Davison
Hugh Gattney
Raj-Mohinder Gurm
Adrian Harper
Jurs Harrison
Carol-Ann Hart

Lachlan Heron
Beverly Kennedy
Alan Kliewer
Mebs Lalani
Donna Leemet
Allen Lees
Bernie Leong
Aart Looye
Marcia McKay
Henry Neufeld
Lawrence (Larry) Plenert
Andrew Rasheed
Kundan Singha
Christopher Saunders
Corey Van't Haaff

Region 4 – Interior

Peter Allik-Petersenn
Jaymie Atkinson
Lorianna Bennett
Linda Berg
Gail Bernacki
Gus Boersma
Brenda Campbell
Dale Carlson
George (Bill) Carruthers
Brien Cates
Sandra Chapman
Marguerite Church
Paula Cooper
Linda Cross
Lynda Cunningham
Elizabeth Cytra
Kimberly (Kim) Darling
Ingrid Davis
Beverley (Bev) Deets
Jennifer Dent
John Dormer
Alex Dybvall
Barbara Ellemers
Ruth Embree
Stewart Enderton
Robert (Bob) Fergusson
Elizabeth Fleet
Robert (Bob) Forbes
Arthur (Archie) Gaber
David (Bruce) Gardiner
Maxine Glover
Peter Grauer
Douglas Gresham
Larry Grist
Robert Groves
David Handy
David (Dave) Hanna
Sheila Hart
David Head
William Heflin
Bev Hibberson
Kathleen Higgs
Brian Hornidge
Larry James
Peter Knittel
Cindy Lombard
Gary Lotochinski
Doris Low-Renwick
Janet McCoy
Grace Mills-Hodgins
Pierre Morazain
Richard Morley
Wayne Murphy
Finn Nielsen
Gautam Parghi
Michael Patterson
Nora Perchudoff
Kathleen (Mary) Pickering
Glenn Prior
Laurent (Larry) Rivard
Glen Shuttleworth
Brian Smith
Ron Sullivan
Thomas Thompson
Sheila Toth
Robin Tracy
Steve Uzick
John Wakefield
Barry Watson
David (Dave) Wilbur
Joy Williamson
Paul Wortley
Heidi Zetzsche

Region 5 – North

Kenneth Anderson
Denene Breza
Wayne Carkner
Mary Chen
Francis (Frank) Donahue
Karl Ellingsen
William (Bill) Farr
Kerri Fisher
Daniel Gilgan
Steven Merrick
Suzette Narbonne
Corrinne (Lee) Ongman
William (Bill) Oppen
Delina Petit-Pas
Andrew (Andy) Roth
Andrew (Andy) Shepherd
Linda Smerychynski
Frances Stanley
William (Bill) Woolsey

Appendix C:
Budget Information

Note: The provincial government's fiscal year begins April 1. The tribunal's reporting year begins October 1. Budget tables for two fiscal years are shown so that a full tribunal fiscal year is reported.

Operating Budget	
Salaries and Benefits	$ 857,000
Boards, Fees and Commissions	$ 150,000
Staff Travel	$ 30,000
Professional Services	$ 100,000
Information Systems	$ 20,000
Office Expenses	$ 105,000
Statutory Notices	$ 3,000
Facilities	$ 96,000
Transfers Under Agreements	$ 458,000
Total	**$1,819,000**
FTE Allocation 14	

Operating Budget	
Salaries and Benefits	$ 857,000
Boards, Fees and Commissions	$ 120,000
Staff Travel	$ 30,000
Support Services	$ 86,000
Professional Services	$ 100,000
Information Systems	$ 40,000
Office Expenses	$ 165,000
Statutory Notices	$ 3,000
Amortization	$ 11,000
Facilities	$ 112,000
Transfers Under Agreements	$ 525,000
Total	**$2,019,000**
FTE Allocation 14	

How to Contact Us

Call us at (250) 356-6374 or toll-free at 1-866-557-0035

e-mail us at eaat@gov.bc.ca

visit our website at www.gov.bc.ca/eaat

or ask for a brochure at your local Ministry of Employment and Income Assistance office.

For TTY relay service, call Enquiry BC:
in Vancouver at 604-775-0303 and
in the rest of the province at 1-800-661-8773.